



WASHINGTON STATE DEPARTMENT OF
Natural Resources



Natural Resource Law Enforcement Program Manager

Exempt Recruitment

The Washington State Department of Natural Resources (DNR) seeks an experienced enforcement professional to provide leadership to the agency's Law Enforcement Services. This position is a commissioned and armed law enforcement officer. The incumbent will also be commissioned by the Commissioner of Public Lands as a Limited Authority Peace Officer, to enforce the general criminal laws of state, federal, and local subdivisions, within the specific authorities granted to the DNR.

AGENCY MISSION AND CHALLENGE:

The mission of the DNR is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. The DNR also provides leadership in creating a sustainable future for the Public Land Trusts for today and tomorrow's citizens. The DNR manages over five million acres of state-owned land, over 1300 employees, and operates with a biennial budget of approximately \$400 million. You can find more information about the department at our [DNR Home Page](#).

In addition to its land management responsibilities, the Department is responsible for implementing the State Forest Practices Act and Rules on 10 million acres of state and private forestlands in Washington. The Act and Rules are designed to protect public resources including water, fish, wildlife and capital improvements of state and local governments while maintaining a viable forest industry. The Department is also responsible for wildfire protection on 12 million acres of private and state forest land.

SALARY: \$65,000 annual salary, depending upon qualifications
Plus a full benefits package.

OPENS: September 28, 2004

CLOSING DATE: October 15, 2004 @ 5:00 p.m.
This recruitment will remain open until the position is filled.

LOCATION: Olympia, Washington

JOB PROFILE:

This position serves as the program manager of the Natural Resource Law Enforcement program, within the Asset Management and Protection Division (AMPD). The position is classified as a Limited Authority Peace Officer per R.C.W. 10.93.070. As part of the command staff, the position works in partnership with AMPD manager and internal and external stakeholders to develop statewide strategic enforcement programs, policies, and allocations of

staff and budget to meet the agency goals and objectives. This position provides statewide program oversight, coordination and advisory services for the department's law enforcement program. This position ensures integration and coordination of enforcement programs with other divisional programs at both statewide and regional levels. This includes among other things:

- Planning, organizing, and implementing the Natural Resource Enforcement Program within the state;
- Planning and directing complex criminal investigations and critical environmental enforcement investigations, which may involve multiple jurisdictions;
- Ensuring the DNR Enforcement Program meets professional law enforcement standards, the highest ethical standards, as well as code of conduct as mandated by state law and the Washington State Criminal Justice Commission (CJTC);
- Ensuring all commissioned enforcement staff complete training requirements;
- Developing and actively participating in setting agency enforcement policies and long-range objectives;
- Establishing and maintaining relationships with a variety of agencies and stakeholder organizations at state, federal, and local levels;
- In conjunction with other agency programs, developing statewide landowner relations, community policing, and outreach programs;
- Management and supervision of highly trained and skilled enforcement program staff of 12;
- Developing and monitoring a small but extremely complex operational budget of \$1.5 million, to include identifying new funding strategies and sources;
- Developing and monitoring enforcement related legislative agenda and issues, including agency legislation or testimony as necessary;
- Negotiating and administering statewide law enforcement contracts and MOUs with other governmental agencies, industry, and tribes;
- Developing, implementing, and evaluating of Natural Resource Law Enforcement training programs;

REQUIRED QUALIFICATIONS:

- Completion of Criminal Justice Training Commission (CJTC) basic Police Academy, or equivalent;
- Completion of CJTC First Line Supervisor training, basic crime scene investigations, and law enforcement photography;
- Criminal Justice Agency Administration certification program; or successful completion of such within the first 12 months of employment.

DESIRABLE QUALIFICATIONS:

- Experience leading, coaching, and training professional law enforcement staff;
- Experience working with the legislative process, including the immediate ability to be effective in the legislative arena;
- Thorough knowledge of applicable agency RCW Chapters and WACs Title 332, federal codes and Washington State General Criminal laws including Titles 9, 9A, and 10.
- Thorough knowledge of laws of arrest, entrapment, search and seizure, including

knowledge of the full range of law enforcement techniques and procedures including overt and covert methods;

- Thorough understanding of community policing and community organization principles;
- Thorough knowledge of personnel policies, labor agreements, and merit system rules;
- Ability to be a visionary and turn conceptual ideas into viable programs;
- Ability to accurately evaluate social and political environments;
- Advanced written and oral communication skills;
- Ability to work with diverse individuals and organizations to resolve complex problems through negotiation;
- Demonstrated ability to successfully manage multiple, competing tasks;

CONDITIONS OF EMPLOYMENT

- Valid driver's license is required;
- Position will require some travel. You must have willingness and ability to travel;
- If not already completed, the new employee will be required to have successfully completed, within the first 12-months of employment, the Washington State Criminal Justice Training Commission's Criminal Justice Agency Administration certification program or equivalent;
- If not already completed, the new employee will be required to have successfully completed or have the ability to successfully complete, within the first 12-months of employment, the advanced level fire investigations training, such as the National Fire Academy fire investigations program, National Wildfire Coordinating Group investigation training.
- Background investigations will be conducted for final candidates, including polygraph.

APPLICATION PROCESS:

1. Letter of interest (not more than 2 pages) describing your qualifications as they relate to the position responsibilities and desirable qualifications.
2. A current resume.
3. References will be requested at the time of interview.

Interested and qualified candidates should submit materials to:

DNRRecruiting@wadnr.gov

Debra Chamberlin

Department of Natural Resources

PO Box 47033

Olympia WA 98504-7033

Electronic materials are preferred.

For **more information** contact Kit Metlen, Asset Management and Protection Division Manager, at 360-902-1611, kit.metlen@wadnr.gov, or Debra Chamberlin, Recruiter, at 360-902-1228, debra.chamberlin@wadnr.gov. For other [DNR Job Opportunities](#).

APPLICANT PROFILE (optional) If you have decided to apply for this position, the Department of Natural Resources would appreciate your **voluntary** cooperation in filling out and returning the Applicant Profile Sheet. This information is for reporting purposes only. It is *strictly confidential and it's separated from the applicant materials*.

This announcement is published by the Washington State Department of Natural Resources. The DNR is an equal opportunity employer. Persons with a disability who

need assistance in the application or testing process, or those needing this announcement in an alternative format, may call (360) 902-1150 or Telecommunications Device for the Deaf (360) 902-1156.